

Healthcare Flexible Spending Account (FSA)

A healthcare flexible spending account (FSA) is an account where you set aside funds, through pretax pay deductions, for certain medical, dental, vision, and healthcare expenses not paid by any health plan.

HOW IT WORKS

FSAs are considered tax advantaged because, under IRS rules, you don't pay taxes on your contributions. The IRS determines the expenses that are allowed to be paid through your FSA (see Qualified Expenses).

In addition to a healthcare FSA, your employer also may offer a dependent care FSA — which is separate and different — and is described in Dependent Care Flexible Spending Account (FSA). Enrollment in FSAs is optional.

Here's how a healthcare FSA works:

- 1 You estimate healthcare expenses for the upcoming year (see Qualified Expenses).
- 2 You decide how much to set aside from each paycheck to pay for estimated expenses from step 1 (this amount is called your *election*).
- 3 Your employer deducts your elected amount from your pay on a pretax basis, and the full amount of your annual election is available to you at the beginning of the year.
- 4 During the year, each time you have a qualified expense, you can either pay it with the Visa healthcare debit card (issued by Further, the FSA administrator), or submit the expense through the Further secure member portal for reimbursement. Save all your receipts.

Important! The IRS has historically had a use-or-lose rule for FSAs. The Consolidated Appropriations Act, 2021, has temporarily increased the flexibility of FSAs elected in 2020 and 2021. Learn more on page 2.

Contributions

You may contribute up to annual limits set by the IRS. Your employer may also, but is not required to, contribute. The annual contribution limit for 2021 is \$2,750.* This limit applies whether or not you have additional family members who benefit from the FSA funds.

* unchanged from 2020

You do not pay federal income and FICA (Social Security and Medicare) taxes on FSA contributions. You also do not pay SECA taxes on these contributions if you receive a W-2 statement. If you receive 1099 forms rather than W-2 statements, you may not participate in an FSA. State income taxes do not apply to FSA contributions except in New Jersey.

The amount you elect to contribute for the year is prorated and deducted in equal amounts each pay period. The entire amount you elected to contribute for the year is available on

- the first day of the plan year if you enroll during annual enrollment; or
- the first day of your participation if you enroll as a newly eligible employee.

Under current IRS rules, if you are covered by a healthcare FSA, you generally can't contribute to an HSA as well, unless the FSA is a limited scope FSA. The healthcare FSA available to you typically will *not* be a limited scope FSA.

Qualified expenses

You may use funds from the healthcare FSA to pay for qualified medical, dental, and vision expenses not covered or reimbursed by any health plan. Examples include

- deductibles, coinsurance, and copay amounts for doctors' office visits and prescription drugs;
- other expenses not covered or reimbursed by any healthcare plan, such as charges for glasses, contact lens solution, and laser vision surgery; and
- over-the-counter (OTC) drugs (such as cold, cough, flu, allergy, and sinus medicines; pain relievers; digestive aids and laxatives; and baby rash ointments and creams) and feminine hygiene products.

Qualified expenses may be incurred by you, your spouse, any dependents you claim on your federal tax return, or your children who are age 26 or younger at the end of the tax year. You may also use FSA funds to reimburse expenses for copays, deductibles, or coinsurance paid under your spouse's health plan. Eligible healthcare expenses are outlined on the Further site at learn.hellofurther.com or in IRS Publication 502 at irs.gov.



THE BOARD OF PENSIONS
OF THE PRESBYTERIAN CHURCH (U.S.A.)

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Enrollment

You may elect a healthcare FSA when you are first eligible and during annual enrollment in the fall. Elections do not automatically renew; you must enroll each year. Mid-year changes to your elections typically are not allowed unless you have a qualifying life event, such as a marriage or birth of a child.

Keep in mind that under current IRS rules, if you are covered by a healthcare FSA, you generally can't contribute to an HSA, unless the FSA is a limited scope FSA. The healthcare FSA available to you typically will *not* be a limited scope FSA.

Your employer will tell you how to make your elections and will work directly with Further, the FSA administrator, to set up your contributions through payroll deductions. Once enrolled, you will receive a welcome packet from Further with additional information.

The Consolidated Appropriations Act, 2021

The Consolidated Appropriations Act, 2021 — signed into law December 2020 — has temporarily increased the flexibility of FSAs for 2020 and 2021. Employees with FSAs through the Board of Pensions may be able to take advantage of at least one provision of the law: the ability to use money in their FSAs that they normally would have lost (forfeited) at the end of the year.

All active employees with a healthcare or dependent care FSA through the Board of Pensions

- can continue to use the money in 2020 and 2021 FSA accounts through December 31, 2022 (except for dependent care, as described below); and
- may be able to change the amount they have elected to set aside in 2021, going forward, even if they don't have a qualifying life event. Changes to the elected amount in 2021 cannot be less than the amount contributed; and for healthcare FSAs, it also cannot be less than the amount already reimbursed.

In addition, all active employees with a dependent care FSA account through the Board of Pensions who have children who turned 13 in 2020 can continue to use dependent care FSA money for those children through 2021, provided those funds are used by December 31, 2021; the exception applies for contributions in 2020 only.

LEARN MORE

For more information about flexible spending accounts, visit pensions.org/members or learn.hellofurther.com. If you have questions, call Further at 800-859-2144 or the Board at 800-773-7752 (800-PRESPLAN).



Save money

A healthcare FSA can help you save on taxes.



Convenient debit card

The Further debit card lets you pay eligible expenses when you need to, without filling out forms.



Signing up

Your employer will explain how to enroll.

This is not a full description of benefits and limitations of the plan. If there is any difference between the information presented here and the provisions of the Benefits Plan of the Presbyterian Church (U.S.A.), the plan terms will govern. Visit pensions.org or call the Board at 800-773-7752 (800-PRESPLAN) for a copy of the plan document.



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